



The Michigan National Guard

Data Posted Pursuant to the NO Fear Act:

Complaint Activity / 29 CFR 1614.705

Updated 10 October 2008



Complaint Activity	Comparative Data					2008 Thru SEP
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Number of Complaints Filed	4	13	12	11	4	1
Number of Complainants	5	13	12	11	4	1
Repeat Filers	1	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008 Thru SEP
Note: Complaints can be filed alleging multiple bases. The sum of bases may not	2003	2004	2005	2006	2007	
Race	1	8	2	3	1	0
Color	0	0	0	0	0	0
Religion	1	8	1	1	0	0
Reprisal	0	0	0	0	2	0
Sex	3	7	9	7	2	0
National Origin	0	0	0	1	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	1	1
Disability	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008 Thru SEP
Note: Complaints can be filed alleging multiple bases. The sum of bases may not	2003	2004	2005	2006	2007	
Appointment/Hire	0	0	2	0	0	0
Assignment of Duties	0	0	1	2	1	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0
Demotion	0	0	0	0	0	1
Reprimand	0	0	0	3	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	9	4	2	0	0
Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	4	1	1	1	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	1	1	0	1
Reasonable Accommodation	1	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
retirement	0	0	0	0	0	0
Termination	0	0	3	2	2	1
Terms/Conditions of Employment	0	0	0	0	0	0
time and Attendance	0	1	0	1	0	0
Other	0	0	0	0	0	0

Processing Time	Comparative Data					2008 Thru SEP
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Complaints pending during						
Average number of days in investigation stage	0	0	0	0	0	0
Average number of days in final action stage	0	0	0	0	0	0
Complaints pending during						
Average number of days in investigation stage	0	0	0	0	0	0
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during						
Average number of days in investigation stage	0	0	0	0	0	0
Average number of days in final action stage	0	0	0	0	0	0

Complaints Dismissed by Agency	Comparative Data					2008 Thru SEP
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	3	12	12	6	0	1
Average Days Pending prior to dismissal	115	100	90	90	90	90
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	6	2	0

Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Yard Data										2008 Thru SEP	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	0	0%	1	100%	0	100%
Without Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
With Hearing	0	0%	0	0%	0	0%	0	0%	1	100%	0	100%

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Yard Data										2008 Thru SEP		
	2003		2004		2005		2006		2007				
Note: Complaints can be filed alleging multiple basis. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
	0		0		0		0		0		0		
	Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings After Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings Without Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Yard Data										2008 Thru SEP	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings After Hearing												
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other												

Findings Without Hearing												
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2008 Thru SEP
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total complaints from previous fiscal Years	2	1	13	12	1	2
Total Complaints	4	13	12	11	5	0
Number complaints pending						
Investigation	0	0	0	0	0	0
Hearing	0	0	0	0	0	0
Final Action	1	1	1	1	0	0
Appeal with EEOC Office of	0	0	0	0	0	2

Processing Time	Comparative Data					2008 Thru SEP
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0